

**COUNTY OF SAN LUIS OBISPO BOARD OF SUPERVISORS
AGENDA ITEM TRANSMITTAL**

(1) DEPARTMENT Health Agency-Behavioral Health/Mental Health	(2) MEETING DATE June 27, 2006	(3) CONTACT/PHONE Karen Baylor, Ph.D., Behavioral Health Administrator (805) 781-4734	
(4) SUBJECT <i>Clerk's File</i> Request to approve FY 2006-07 renewal contracts with Marlene M. Cordero, M.D., Jean Dansereau, M.D., Joshua C. Deane, M.D., David K. Fennel, M.D., Lloyd G. Hyndman, M.D., Enn Mannard, M.D., Victor Perez Preciado, M.D., Joseph Stevens, M.D., to provide psychiatric services; and Hani Boutros, M.D. to provide medical histories and physical examinations for Mental Health patients.			
(5) SUMMARY OF REQUEST Mental Health needs psychiatrists on a part-time, contractor basis, to supplement permanent positions and fill for vacancies. These contractor services are necessary to assure mandated coverage and medical supervision at multiple clinic sites throughout the County. Physician health assessments are also State mandated services for all patients admitted to the Psychiatric Health Facility. The availability of a "pool" of contractors for intermittent duties allows the department the flexibility it needs to provide mandated services, but puts it under no obligation to utilize these services when there is otherwise sufficient staffing.			
(6) RECOMMENDED ACTION It is recommended that the Board approve FY 2006-07 renewal contracts with the above-mentioned physicians to provide psychiatric services and medical and histories and physical examinations for Mental Health patients.			
(7) FUNDING SOURCE(S) Federal, State, private insurance, County	(8) CURRENT YEAR COST \$622,090	(9) ANNUAL COST \$622,090	(10) BUDGETED? <input type="checkbox"/> No <input checked="" type="checkbox"/> Yes <input type="checkbox"/> N/A
(11) OTHER AGENCY/ADVISORY GROUP INVOLVEMENT (LIST): County Personnel has been consulted and County Counsel has reviewed and approved the contracts as to form and legal effect.			
(12) WILL REQUEST REQUIRE ADDITIONAL STAFF? <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes, How Many? _____ <input type="checkbox"/> Permanent _____ <input type="checkbox"/> Limited Term _____ <input type="checkbox"/> Contract _____ <input type="checkbox"/> Temporary Help _____			
(13) SUPERVISOR DISTRICT(S) <input type="checkbox"/> 1st, <input type="checkbox"/> 2nd, <input type="checkbox"/> 3rd, <input type="checkbox"/> 4th, <input type="checkbox"/> 5th, <input checked="" type="checkbox"/> All	(14) LOCATION MAP <input type="checkbox"/> Attached <input checked="" type="checkbox"/> N/A	(15) Maddy Act Appointments Signed-off by Clerk of the Board <input checked="" type="checkbox"/> N/A	
(16) AGENDA PLACEMENT <input checked="" type="checkbox"/> Consent <input type="checkbox"/> Hearing (Time Est. _____) <input type="checkbox"/> Presentation <input type="checkbox"/> Board Business (Time Est. _____)		(17) EXECUTED DOCUMENTS <input type="checkbox"/> Resolutions (Orig + 4 copies) <input checked="" type="checkbox"/> Contracts (Orig + 4 copies) <input type="checkbox"/> Ordinances (Orig + 4 copies) <input type="checkbox"/> N/A	
(18) NEED EXTRA EXECUTED COPIES? <input type="checkbox"/> Number: _____ <input type="checkbox"/> Attached <input checked="" type="checkbox"/> N/A		(19) BUDGET ADJUSTMENT REQUIRED? <input type="checkbox"/> Submitted <input type="checkbox"/> 4/5th's Vote Required <input checked="" type="checkbox"/> N/A	
(20) OUTLINE AGREEMENT REQUISITION NUMBER (OAR) _____		(21) W-9 <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes	(22) Agenda Item History <input type="checkbox"/> N/A Date_07-19-2005
(23) ADMINISTRATIVE OFFICE REVIEW <div style="text-align: center; margin-top: 20px;"> <i>OK Dan Butts</i> </div> <div style="text-align: right; margin-top: 20px;"> <i>B. 11/10/06</i> </div>			

BEHAVIORAL HEALTH SERVICES

COUNTY OF SAN LUIS OBISPO



Reply to:

MENTAL HEALTH SERVICES

2178 JOHNSON AVENUE
SAN LUIS OBISPO, CALIFORNIA 93401-4535
(805) 781-4700
(805) 781-1273 FAX

To: Board of Supervisors

From: Karen Baylor, Ph.D., MFT, Behavioral Health Services Administrator

Date: June 27, 2006

Subject: Request to approve FY 2006-07 renewal contracts with Marlene M. Cordero, M.D., Jean Dansereau, M.D., Joshua C. Deane, M.D., David K. Fennel, M.D., Lloyd G. Hyndman, M.D., Enn Mannard, M.D., Victor Perez Preciado, M.D., Joseph Stevens, M.D. to provide psychiatric services; and Hani Boutros, M.D. to provide medical histories and physical examinations for Mental Health patients.

RECOMMENDATION:

It is recommended that the Board approve FY 2006-07 renewal contracts (Clerk's File) with Marlene M. Cordero, M.D., Jean Dansereau, M.D., Joshua C. Deane, M.D., David K. Fennel, M.D., Lloyd G. Hyndman, M.D., Enn Mannard, M.D., Victor Perez Preciado, M.D., Joseph Stevens, M.D. to provide psychiatric services; and Hani Boutros, M.D. to provide medical histories and physical examinations for Mental Health patients.

DISCUSSION:

Mental Health has need for psychiatrists on a part-time, contractor basis, to supplement permanent positions and fill for vacancies. These contractor services are necessary to assure mandated coverage and medical supervision at multiple clinic sites throughout the County, where demands exceed existing physician resources and wait times should be kept within reasonable standards (see Results section). Clinics rely on psychiatrists to issue and renew prescriptions, monitor medication effectiveness, and evaluate client progress. Psychiatrists are the only staff authorized to perform these medication-related services. The availability of a "pool" of contractors for intermittent duties allows the department the flexibility needed to provide mandated services, but puts it under no obligation to utilize these services when there is otherwise sufficient staffing. The proposed contractors can provide coverage at multiple clinic locations including the Psychiatric Health Facility. Currently the Department has two vacant full-time psychiatrist positions. Although Mental Health expects to fill its remaining vacant psychiatrist positions by early fall, the need for a pool of contractors remains. The proposed renewals would decrease the number of psychiatrist contracts from 11 in FY 2005-06 to 8 in FY 2006-07.

B-11
2

In addition to providing psychiatrist coverage, Mental Health is required to provide a medical history and physical examination within 24 hours of admission for each person admitted to the County Psychiatric Health Facility (PHF). This is a mandated service affecting client care and reimbursement for all services of the PHF. Dr. Boutros, along with nurse practitioners under his supervision, continue to provide these services to ensure maintenance of coverage and timely, cost-effective compliance with state and federal mandates.

OTHER AGENCY INVOLVEMENT/IMPACT:

County Counsel has reviewed and approved the contracts as to form and legal effect.

FINANCIAL CONSIDERATIONS:

The proposed rate of pay for the psychiatrist contracts remains the same as in FY 2005-06, at \$77.00 per hour. Due to the State funding shortfall that was included in the FY 2006-07 budget request, the department did not consider it prudent to include a COLA as has typically been the annual practice. Contractors are not entitled to certain benefits that permanent County employees receive. Although the contract rate is lower than is paid by other local employers with whom we must be competitive, it appears to be sufficient to retain psychiatrists interested in community mental health. The availability and flexibility of these contractors reduces the risk of having to contract with temporary agencies for "traveling" psychiatrists at much higher rates of pay.

The total cost of these psychiatrist and physician contracts is included in the FY 2006-07 Mental Health budget. Historically, the staff psychiatrist vacancy rate has ranged from twenty to thirty-three percent (20–33%). We are expecting to fill all current staff psychiatrist positions this fall. Therefore, the actual vacancy rate for this fiscal year may be much lower than history indicates. We have estimated our contractor cost based on the maximum historical rate, but if the actual vacancy rate is lower the contractor usage and cost will be correspondingly lower. Based on the maximum vacancy rate of thirty-three percent (33%), we would estimate the maximum contractor cost to backfill vacant positions at \$290,690 (5.5 FTEs x 33% vacancy x 2,080 annual hours x \$77/hr.) Because the contractor hourly rate is lower than the permanent employee hourly rate, the contractor cost would be more than offset by the \$553,892 of estimated salary savings from the vacant positions (33% of the staff psychiatrist salary and benefit budget of \$1,678,460).

In addition, \$331,400 is budgeted separately for psychiatrist contract services to the Homeless Program, Jail and the Psychiatric Health Facility. Included within this \$331,400 budget is \$39,755 for physician services to provide history and physical examinations at the Psychiatric Health Facility. These history and physical examination services are provided at \$64 per hour which remains the same rate as that in the previous year's contract. This rate will allow Mental Health to acquire contractor services at a rate comparable to other employment settings. The cost of these mandated services is charged through the normal Behavioral Health Services' billing system and is funded depending on client financial responsibility from Federal, State, private insurance, and/or County funds.

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RESULTS:

Psychiatric services are an integral part of all Behavioral Health Services-Mental Health programs and their outcomes. Without these services Mental Health cannot meet State mandates for service delivery. Contracting with a pool of psychiatrists who can work a day per week or fill in periodically for absences has been the only way to maintain sufficient psychiatric resources to meet operational and State mandated requirements. As a result of this contract, Mental Health will meet legal staffing requirements 100% of the time.

Therapists provide support to psychiatrists to enable more efficient use of psychiatrist hours. In FY2005-06, the minimal standard wait time was increased from 14 to 21 days as therapist numbers were reduced. In spite of the increase, the minimum standard wait time was exceeded at one or more clinic sites six months out of the year as indicated in the following table:

■ ■ ■ ■ ■ ■ ■ ■ ■ ■	2005						2006					
	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
Arroyo Grande	21	10	18	22	18	18	20	24	15	17		
Atascadero	23	14	25	24	17	19	13	21	31	26		
Central	8	8	8	6	8	5	3	6	5	6		
Paso Robles	11	16	21	16	16	17	17	27	20	14		
Vicente	8	14	4	8	13	7	6	7	7	3		
Standard Wait Time	21	21	21	21	21	21	21	21	21	21	21	21
Average All Sites	13	11	15	14	13	13	12	18	16	13		

History and physical examinations are provided by Dr. Boutros and nurse practitioners under his supervision for all patients admitted to the PHF. Physical health assessments are a State mandated service requirement for each of the nearly 1,200 patients admitted annually to the PHF. Physician supervision and documentation review are mandated for nurse practitioners to provide history and physical examinations. Approximately 90% of the contract physician's time will be spent in supervision and documentation review, with the remaining 10% spent providing direct assessments. During FY 2005-06, contract physicians successfully completed or supervised all examinations needed, allowing 100% compliance with mandates. The same outcome is projected for FY 2006-07.

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4